



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE

06 AUG 2015

MEMORANDUM FOR SECAF, USECAF, CSAF, VCSAF, ACC/CC, AETC/CC, AFMC/CC,
AFSPC/CC, AMC/CC, AFGSC/CC, PACAF/CC, USAFE/CC,
AFSOC/CC, CMSAF, ANG/DIR, AFRC/CC

FROM: AF/A1

SUBJECT: Senior Leader Enlisted Commissioning Program (SLECP)

1. The Senior Leader Enlisted Commissioning Program (SLECP) allows designated Air Force Senior Leaders to directly select exceptionally performing-highly talented enlisted members for commissioning through Officer Training School (OTS).

2. SLECP will be comprised of two components--a degree and non-degree program--and will be implemented annually. SLECP will be rolled out in two phases.

a. The first phase, SLECP-O (Senior Leader Commissioning Program – OTS) is for candidates who currently possess a Bachelor's Degree from an accredited institution. It will roll out **7 Aug 15**. SECAF, USECAF, CSAF, VCSAF, ACC/CC, AETC/CC, AFMC/CC, AFSPC/CC, AMC/CC, AFGSC/CC, PACAF/CC, USAFE/CC, AFSOC/CC and CMSAF may select one (1) enlisted member for OTS by 21 Sep 15 with initial OTS placement during the fall of 2015.¹

b. The second phase, SLECP-A (Senior Leader Commissioning Program - Active Duty Scholarship) is for candidates who do not possess a Bachelor's Degree, but are within 3 years of completion. It will roll out **1 Oct 15**. SECAF, USECAF, CSAF, VCSAF, ACC/CC, AETC/CC, AFMC/CC, AFSPC/CC, AMC/CC, AFGSC/CC, PACAF/CC, USAFE/CC, AFSOC/CC, ANG/DIR, AFRC/CC and CMSAF may select one (1) enlisted member by 29 Feb 16. The enlisted member will remain on active duty while attending an accredited school with an associated or affiliated cross-town Reserve Officer Training Corps (ROTC) (for management purposes only) and will attend OTS after graduation.

3. Timelines

a. Phase 1 - SLECP-O

7 Aug 15: PSDM Rollout

21 Sep 15: Selections due to Air Force Recruiting Service (AFRS)

Sep 15: AFRS confirm selection eligibility and notify selecting authority

Sep 15: Selection authority notifies member of selection

Fall 15: Initial OTS placement

¹ AFRC and ANG are not participating in this component due to their existing OTS programs

b. Phase 2 - SLECP-A

1 Oct 15: PSDM Rollout

15 Mar 16: Selections due to HQ AFROTC

Spring 16: AF ROTC confirm selection eligibility and notify selecting authority

Spring 16: Selection authority notifies member of selection

Fall 16: Selects begin college classes

4. Minimum Eligibility Criteria

- Enlisted Airman and US citizen between 18 and 34 years of age
- Eligibility Factors for appointment in commission as outlined in AFI 36-2005 para 2.1., *Appointment in Commissioned Grades and Designation and Assignment in Professional Categories--Reserve of the Air Force and United States Air Force*
- For SLECP-O:
 - Completed Bachelor's Degree from an accredited school before selection is forwarded to AFRS.
- For SLECP-A:
 - 1) Completed 24 semester hours by the end of the selection window and a Bachelor's degree must be completed within 3 years.
 - 2) Admission to an accredited school with associated or affiliated cross-town ROTC program for accountability and administrative oversight.

5. Process and Procedures

- The Air Force Personnel Center will provide a Personnel Services Delivery Memorandum (PSDM) for the roll out of each SLECP phase.
- Senior leaders have the flexibility to develop selection criteria for direct select competitive appointment (must meet minimum eligibility criteria). Senior Leaders will maintain a record of the selection criteria/process.

Potential - Considerations for Selection Process:

- Selection submissions may include, but are not limited to:
 - Copies of EPRs
 - Academic records/transcripts/school(s) performance
 - Letter from Sq/CC on performance and core values
 - Personal essay on desire to serve as an officer
 - Oral interview for top candidates
- Potential selection factors may include, but are not limited to:
 - Outstanding job performance as an Airman
 - Demonstrated leadership potential
 - Exemplifies AF core values
 - Desire/motivation to serve as an officer
 - Superior communication skills
 - Ability to succeed in an academic environment
- Comparative OTS Current Standards are:
 - 3.0 GPA non-STEM degree; no minimum for tech degree; 2.5 for rated
 - Minimum AFOQT score of 10 quantitative; 15 verbal
 - Minimum PCSM score of 10; 25 Pilot, 25 CSO for rated

- Senior leaders will submit their SLECP-O name to AFRS and to HQ AFROTC for SLECP-A selects.

6. The Air Force is committed to developing our top performing Airmen to lead tomorrow's diverse and inclusive Air Force. My point of contact is AF/A1PT, at DSN 225-3446, COMM 703-695-3446.

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Lieutenant General, USAF

DCS, Manpower, Personnel and Services